

Anti-Racism Roadmap for Change Completed In Process Future Plan **Internal Board of** Conversation at Implicit bias and **Structured BOD Directors (BOD) Work** Team building every BOD anti-racist diversification meeting training 808 Task Force on Racism Student School policy/ **Preceptor and Program** in Midwifery experience processes faculty education content **Education** Member Review ACNM Anti-racism Define key terms **Inclusion Education Code of Conduct** resources on **Webinar series Conference** related to racism with equity lens website **Volunteer Leadership** Implicit bias and anti-racist training **Commitment Website Changes** to Become Re-write "History **Increase visibility** of ACNM" page of DEIB* content **Anti-Racist** Support for BIPOC Members Membership renewal add-on feature to **Listening sessions Targeted** separate & together webinars donate to MOCC* **Policy/Process BIRTH Team^ to** Truth & Review all Creation of Equity Tool Kit Changes integrate an anti-racism Reconciliation documents with response team statement equity lens **Conversations with Journal of Midwifery &** Accreditation A.C.N.M. Foundation ACNM American Midwifery **Stakeholders** Women's Health (Racism, Commission for **Fellows** (Mary Breckenridge donor level) **Certification Board** Midwifery Education Antiracism, and Racial Equity Library)













